



BAY AREA  
AIR QUALITY  
MANAGEMENT  
DISTRICT

AGENDA: 4

# Discussion on Process for Filling Vacant Seats for Path to Clean Air Community Emissions Reduction Plan (CERP) Community Steering Committee

Community Equity, Health & Justice Meeting  
December 2, 2021

Veronica Eady  
Senior Deputy Executive Officer

[veady@baaqmd.gov](mailto:veady@baaqmd.gov)

# Presentation Outcome



- Background
- Need for Filling Vacant Seats
- Path to Clean Air Community Steering Committee (CSC)  
Composition
- Process for Filling Vacant Seats

# Background



- February 19, 2021 – Community Equity, Health and Justice Committee (CEH&J Committee) developed recommendations for the Path to Clean Air CSC:
  - An odd number of members between 27 and 31 members
  - A minimum of 70% of members residing within the initial study area
  - Two Co-chairs
  - Two non-voting members representing local businesses and industrial companies (not business associations).
- March 3, 2021 – Board of Directors (Board) established 31-member Path to Clean Air CSC and selected slate of members
- April – First Path to Clean Air CSC meeting

# Filling Vacant Seats

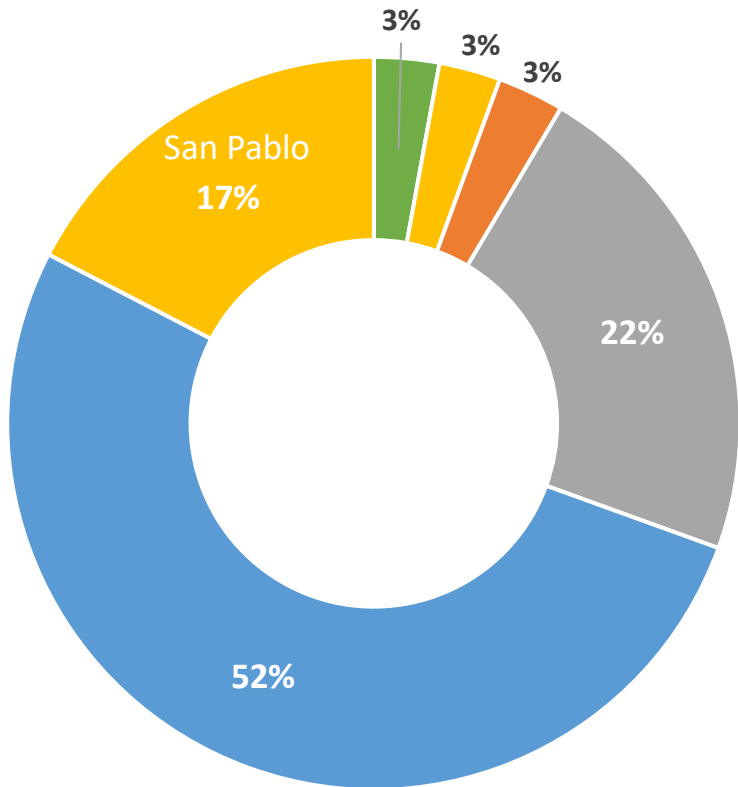


- Four existing vacancies (up to two seats are available for people who don't live in the study area)
- Departing members include:
  - An active community member, and those representing community-serving organizations, health care (physician), and labor organization
  - Two members from Richmond, one from North Richmond, and one from outside the study area
- CEH&J Committee decided on October 7, 2021, to select a small number for reserve candidates to be available to replace future vacancies
- New seats must be appointed by the Board

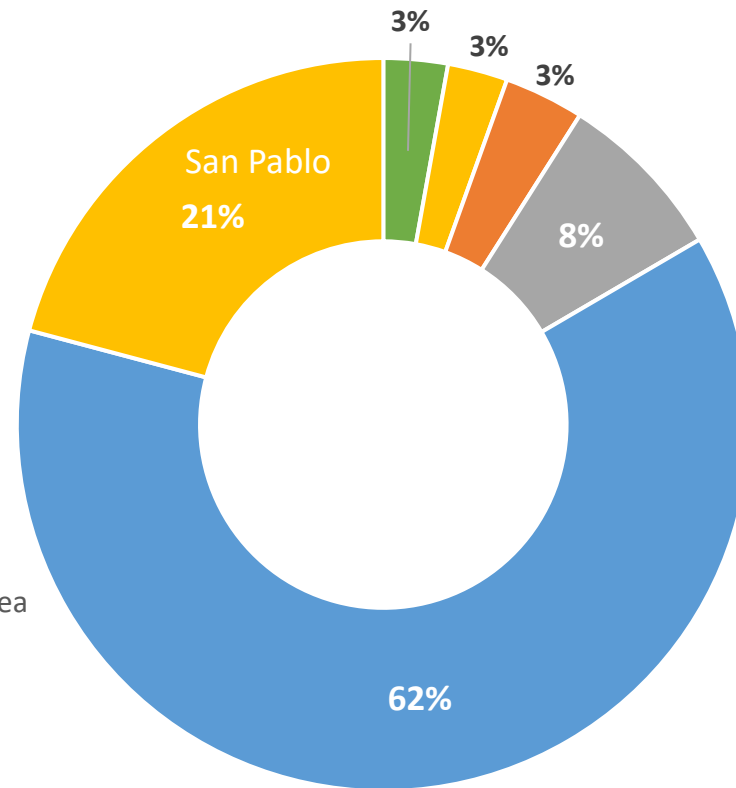


# Composition of Path to Clean Air Community Steering Committee

# Geographic Representation of Current CSC (left) Compared to Total Population in Preliminary CERP Boundary (right)



Source: CSC Applications

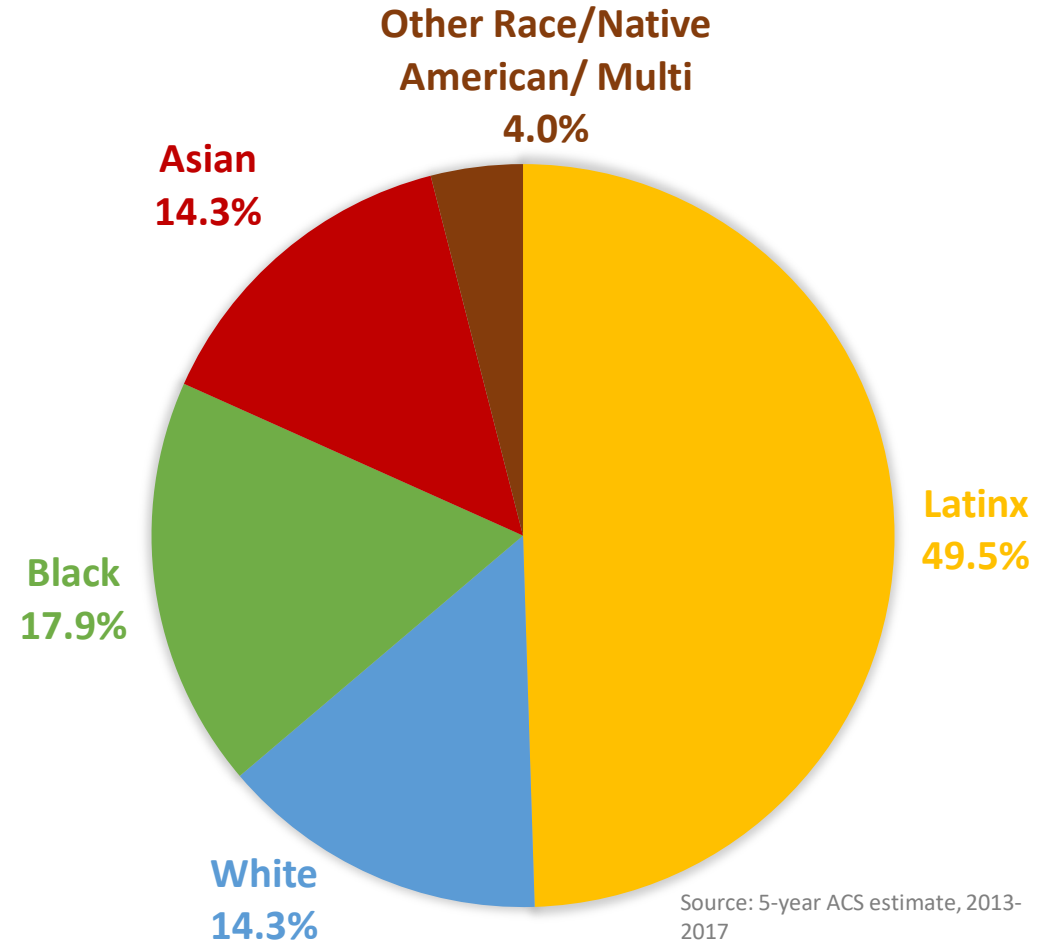
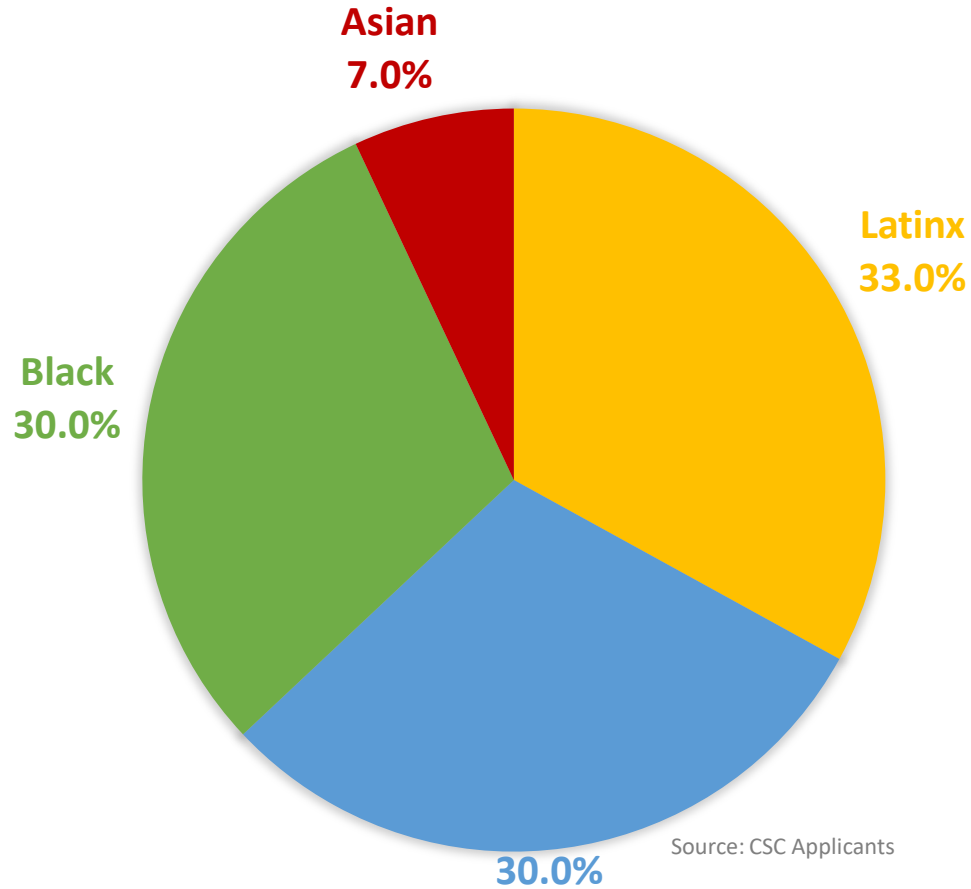


Source: 5-year ACS estimate, 2013-2017

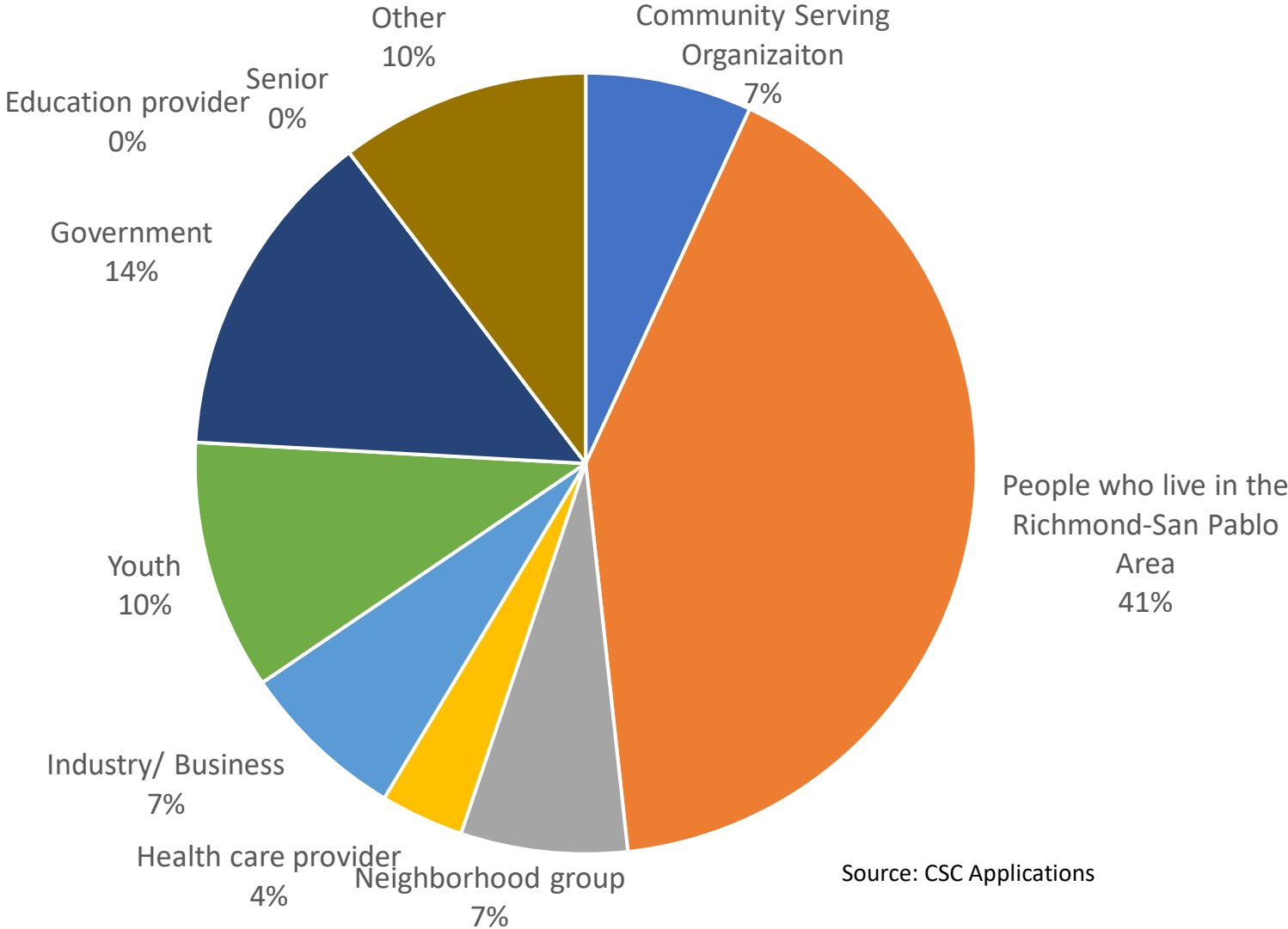
- North Richmond
- Montalvin Manor
- Tara Hills
- Other outside the study area
- Richmond
- San Pablo

- North Richmond
- Montalvin Manor
- Tara Hills
- Other Unicorporated Contra Costa
- Richmond
- San Pablo

# Racial/Ethnic Composition of Current CSC (left) Compared to Preliminary CERP Boundary (right)



# Current Sectors Represented on the CSC



Source: CSC Applications



# CSC Recommendations



Address representation gaps of through new member selection

- More Latinx and Asian representation
- More young people
- Better representation from San Pablo
- Representation in areas most impacted by air pollution
- Balance of representation across the different Neighborhoods

# Discussion



The CEH&J Committee is requested to act on the recommendation:

Review the candidate application materials and input from members of the Path to Clean Air Steering Committee to recommended four candidates to fill current vacancies and up to five candidates to serve as reserve members to bring to the Board of Directors for review and decision.



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AGENDA: 5

# Update on Office of Diversity, Equity, and Inclusion

Community Equity, Health, and Justice Committee Meeting  
December 2, 2021

Tim Williams  
Diversity, Equity, and Inclusion Manager  
[twilliams@baaqmd.gov](mailto:twilliams@baaqmd.gov)

# Outcome



The Community Equity, Health and Justice Committee will be updated on the current work of the Office of Diversity, Equity, and Inclusion.

# Presentation Outline



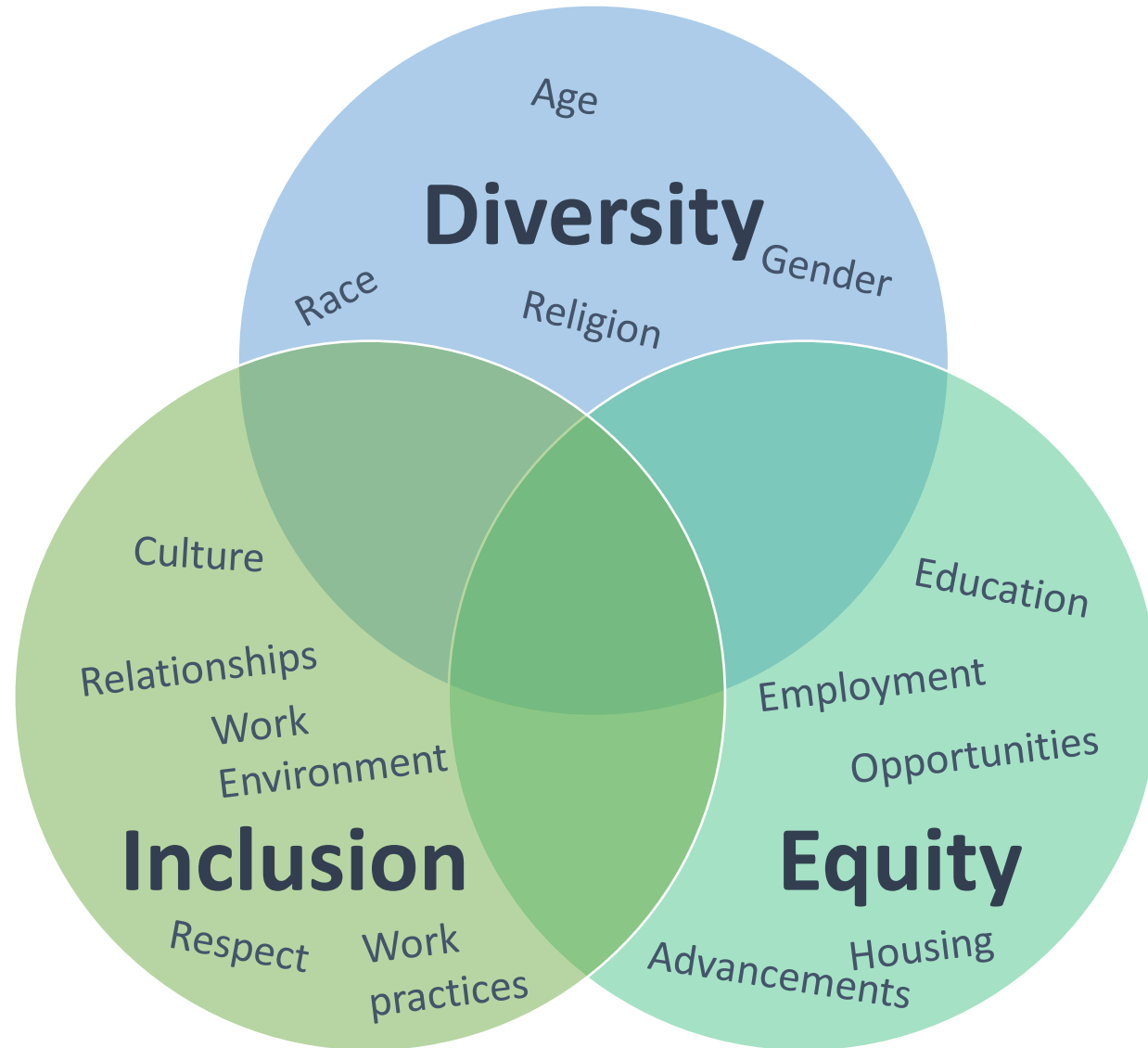
- Definitions
- Strategic Approach
  - Normalize
  - Organize
  - Operationalize
- Staffing Demographic Data
- Leading by Example

# Action Requested



None; informational only.

# Defining Diversity, Equity, and Inclusion



***DIVERSITY:*** is the collection of everything that makes us different..

***EQUITY:*** is the creation of equal access to opportunities that close demographic disparities.

***INCLUSION:*** is the state of being valued, included, respected, and supported.

# Diversity, Equity & Inclusion



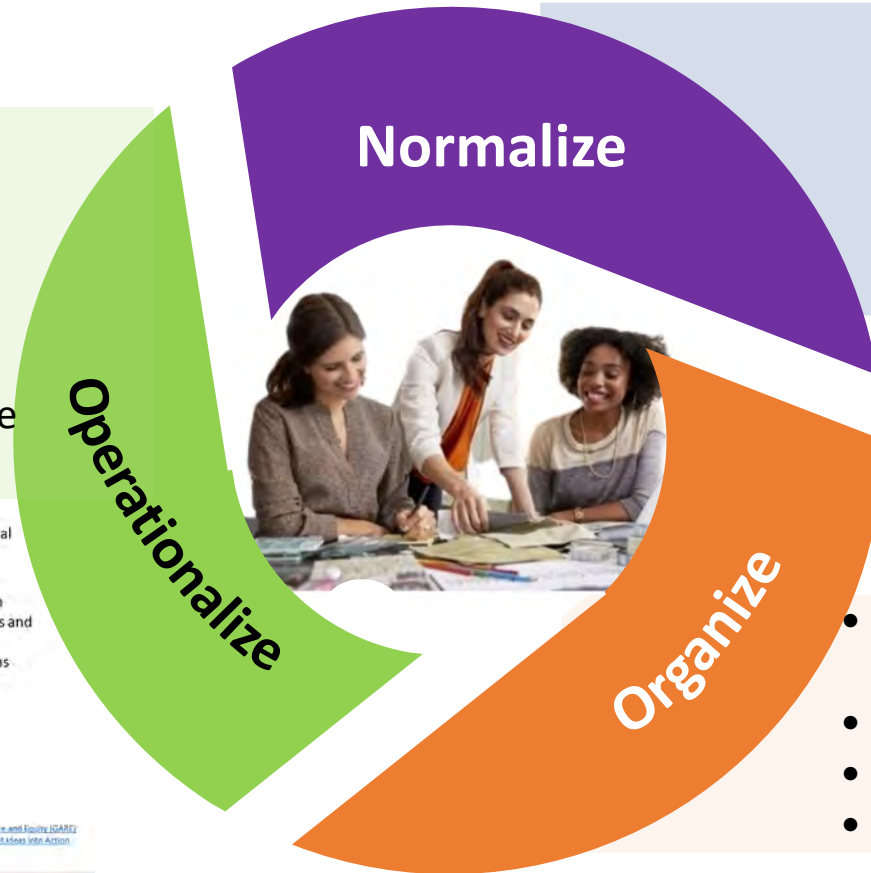
## 1 Normalize

- Communication Channels
- Newsletter Content
  - Speaker Series
  - If Beale St Could Talk Series
  - Virtual Cultural Events
  - Annual Report

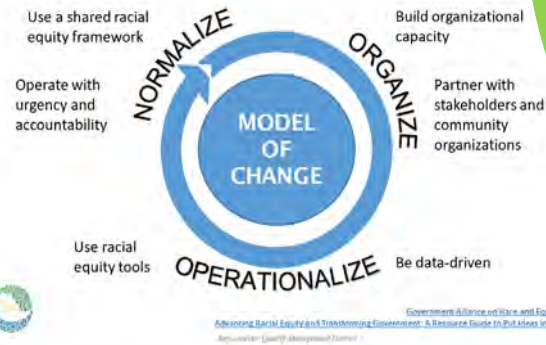
## 2 Organize

- Community Equity, Health and Justice Committee
- Employee Resource Groups
- Equity Resource Team
- Community Advisory Council

## 3 Operationalize



- Community Equity (AB617 Work)
- Recruitment Strategies
- DE&I Training
- Demographic Analysis
- Transparent and Equitable Funding Project





# Normalize - Speaker Series



*Speaker Series*



**HOW TO BE AN ANTIRACIST**  
**IBRAM X. KENDI**



Veronica Eady

**Wednesday Dec 9th**  
10-11 AM


Join Senior Deputy Executive Officer, Veronica Eady as she leads a moderated discussion followed by Q&A with historian, author, professor **Ibram X. Kendi**

<Zoom Link>  
Meeting ID: 869 7084 6468  
Password: 1234  
PH: 669 900 6833

BAY AREA AIR QUALITY MANAGEMENT DISTRICT  
Diversity@baaqmd.gov


BROWN BAG SERIES

**ENVIRONMENTAL HEALTH INEQUITIES**



IS YOUR ZIP CODE MORE IMPORTANT THAN YOUR GENETIC CODE?

EXPLORE THE RELATIONSHIP BETWEEN LIFE EXPECTANCY AND ONE'S NEIGHBORHOOD



## Board Equity Training

- Redlining
- Health Disparities
- Antiracism

**JANE ELLIOTT**  
Follow-up Discussion



Former Schoolteacher, Anti-Racism Activist, Educator, Feminist & LGBTQ Activist

"prejudice is an emotional commitment to ignorance."  
*Martha Stewart Living*

**OCT 22ND**  
1-2:30 PM

During this session, employees will have a forum to discuss societal issues exposed by Jane Elliott during her presentation in September. This powerful discussion will focus on power, perception and prejudice.

-Ms. Elliott will not be on this call-

<ZOOM LINK>  
MEETING ID: 856 5600 3151  
PASSCODE: 1234

POWER-PERCEPTION-PREJUDICE  
DIVERSITY@BAAQMD.GOV

BROWN BAG AT BEALE STREET PRESENTS



**RICHARD ROTHSTEIN**  
"THE COLOR OF LAW"

Please join the Air District, BCDC and MTC for a presentation and discussion led by Richard Rothstein as he highlights an explosive and alarming history that finally confronts how the U.S. Government in the 20th century deliberately imposed residential racial segregation on metropolitan areas nationwide.

**WEDNESDAY MARCH 6**  
1 - 2PM



AUTHOR  
RICHARD ROTHSTEIN

Light refreshments provided

Bay Area Metro Center  
375 Beale St. SF, CA

YERBA BUENA CONFERENCE ROOM

RSVP TO: DIVERSITY@BAAQMD.GOV

*coffee chat spotlight*

**Wednesday June 23**  
< Zoom Link >  
11 am - Noon  
ID: 956 5142 1905  
Pass: 581313  
669.900.6833

An opportunity for ALL employees to engage and meet fellow co-workers.

For this month's Coffee Chat, we are focusing the conversation on the history and development of LGBTQIA+ neighborhoods in San Francisco with a presentation from [Name] at the [Event].

*coffee chat spotlight*

**Monday October 18th**  
< Zoom Link >  
1 - 2 pm  
ID: 819 6637 6606  
Pass: 94105  
669.900.6833

An opportunity for ALL employees to engage and meet fellow co-workers.

For this month's Coffee Chat, the conversation will focus on environmental justice and the Latin American community.

We are pleased to have guest speaker, Federico Castillo Ph.D., an Environmental Agricultural Economist from the University of California at Berkeley, lead our discussion. Dr. Castillo's research is centered on technology transfer and innovation, economic valuation, the socio-economic impacts of climate change, the economic aspects of protected areas and migration.

We hope you can join the conversation!



Federico Castillo Ph.D.  
Lecturer/Researcher  
U.C. Berkeley



# If Beale St. Could Talk Series

**IF BEALE ST. COULD TALK**

**# A SAFE DEMOCRACY**

A forum to discuss:  
The most recent events at the US Capitol, equality, and a safe democracy

**Tuesday, Jan 12, 2021**  
12-1:30 PM

< Zoom Meeting Link >  
Meeting ID: 828 9171 1136  
Passcode: 1234  
PH: 669-900-6833

**IF BEALE ST. COULD TALK**

**ATTACKS ON ELDERLY ASIANS AND ASIAN AMERICANS**

**TUESDAY**  
**March 2**  
**Noon - 1 pm**

< Zoom Link >  
ID: 836 6852 8192  
Code: 1234  
PH: 669-900-6833

diversity@baaqmd.gov

A forum for employees to discuss the recent, distasteful events in attacks on the Asian and Asian American community

**If Beale St. Could Talk**

**PRONOUNS:  
WHAT'S  
IN A NAME?**

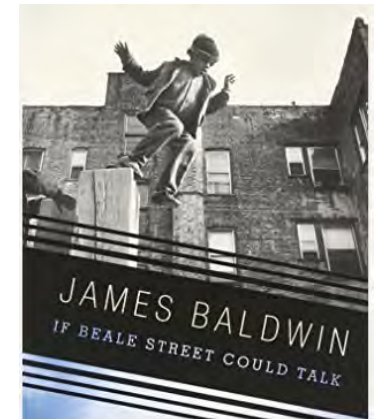
THE TRANSGENDER COMMUNITY HAS BEEN IN THE NEWS LATELY FROM COMEDY ROUTINES TO TRANSGENDER DAY OF REMEMBRANCE

PLEASE JOIN US FOR AN IMPORTANT CONVERSATION TO DISCUSS PRONOUNS AND BEYOND

TUESDAY  
DECEMBER 14  
NOON - 1 PM

<ZOOM LINK>  
MEETING ID: 819 0213 0414  
PASSCODE: 1234  
PH: 669.900.6833

- 375 Beale St.
- Create a platform for employees to be heard
- Discuss current topics on employees' minds



1974 Novel

# Organize - Employee Resource Groups



**Employee Resource Groups are centered on intentionally finding solutions to furthering greater equity and inclusion throughout the agency.**

- Equity Resource Team
- African American Resource Team (AART)
- Cultural Advisory Team (CAT)
- Remote Work Taskforce
- Cultural Heritage Month Teams (Asian American/Pacific Islander, Hispanic/Latinx, Women, and LGBTQ Pride)

# Equity Resource Team Roadmap



## Equity Plan

	Workforce Development	Community Health	Public Investment	Operations	Equity Training	Ad Hoc Efforts
Existing Efforts	Existing Efforts	Existing Efforts	Existing Efforts	Existing Efforts	Equity 101 for ERT	Support tasks
Gap Analysis	Gap Analysis	Gap Analysis	Gap Analysis	Gap Analysis	Train the Trainer	Support projects
Recommendations/ Priorities	Recommendations/ Priorities	Recommendations/ Priorities	Recommendations/ Priorities	Recommendations/ Priorities	Staff-led trainings	Other requests
Areas for ERT support	Areas for ERT support	Areas for ERT support	Areas for ERT support	Areas for ERT support		
Opportunities for other support	Opportunities for other support	Opportunities for other support	Opportunities for other support	Opportunities for other support		
Estimates of Size, Effort, Resources						

# Organize – Community Advisory Council and Community Perspectives



The CEHJ Committee provides local and regional community environmental justice advocates and local leaders a platform to present and share their expertise and/or lived experiences.



**Action:** The Community Advisory Council - Staff plans for each member of the CAC to share a community perspective.



**Result:** The CEHJ Committee will have an opportunity to learn more about the CAC members and their respective communities.



**Schedule:** Rotating

# Operationalize - Training Efforts



## Staff

- Implicit Bias Competency and Mitigation 201
- Inclusive Hiring (Required)
- The Future is Now - Embracing Generational Diversity & Succession Planning
- A Supervisor's Guide to Understanding and Managing Employees' Rights: Labor, Leaves, and Accommodations
- Microaggression and Allyship

## Staff and Board

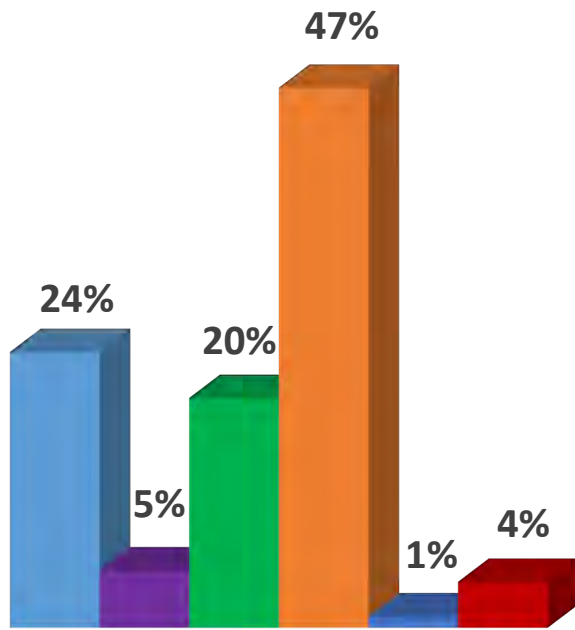
- Structural Racism
- Forming Trust and Building Relationships
- Partnership (What does it mean?) - Accountability, and Transparency
- Conflict Resolution and Collaborative Problem Solving



# Demographics by Race/Ethnicity

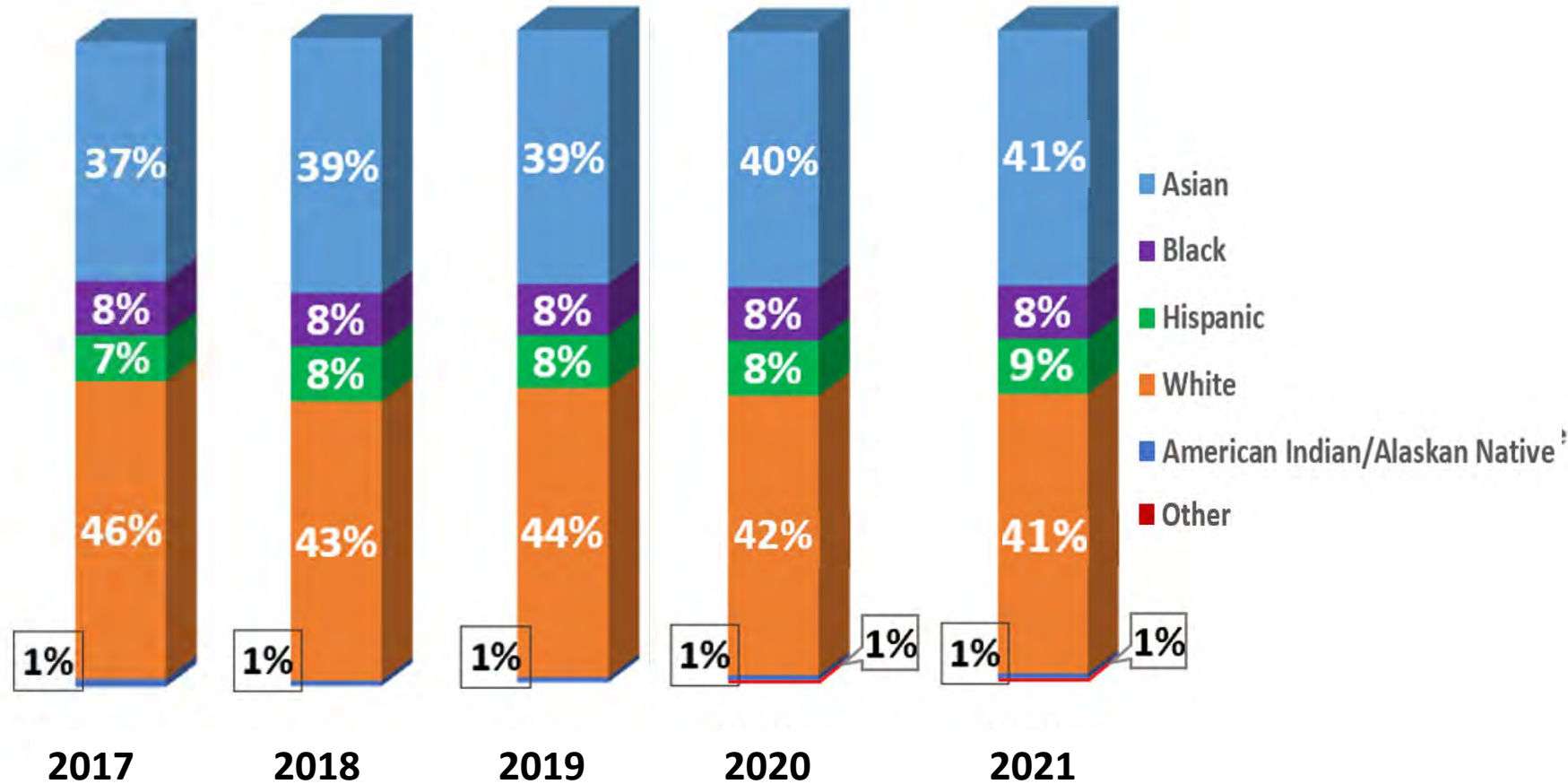


## Bay Area



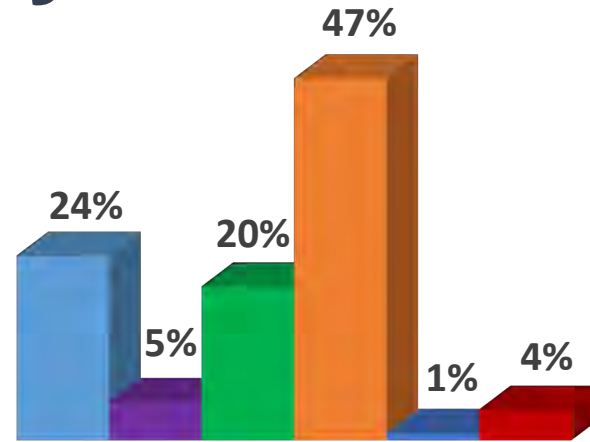
ACS 5 Yr. Ave (Ages 18-64)\*

## All Employees



\*American Community Survey (ACS) Census Bureau

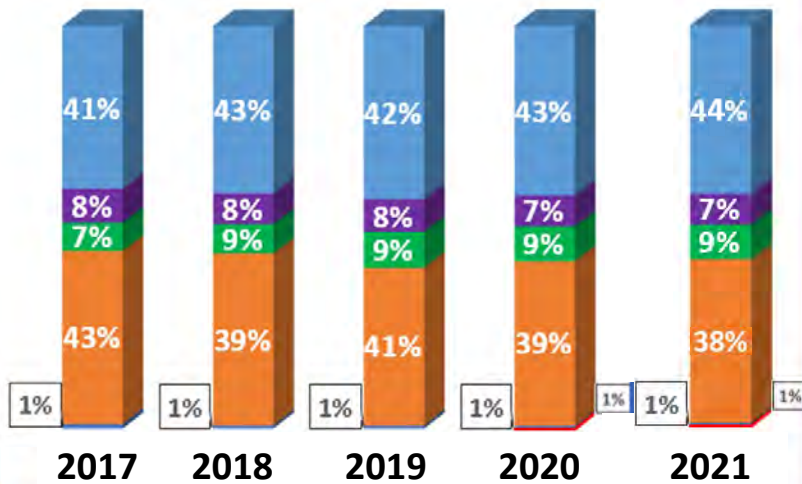
# Demographics by Race/Ethnicity Summary



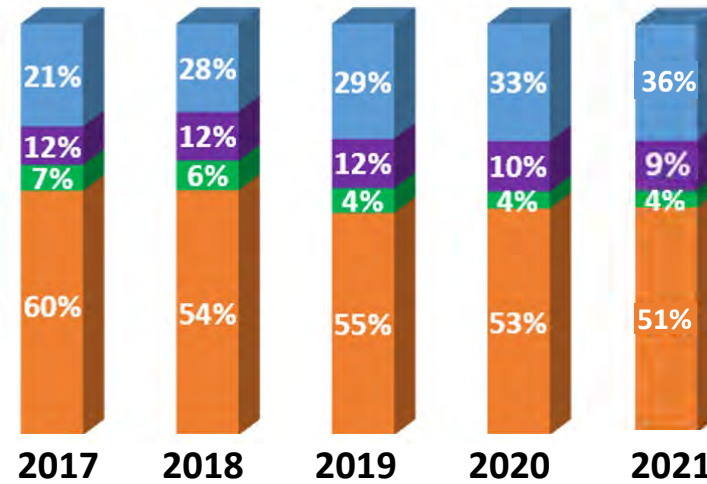
Bay Area Demographics

- Asian
- Black
- Hispanic
- White
- American Indian/Alaskan Native
- Other

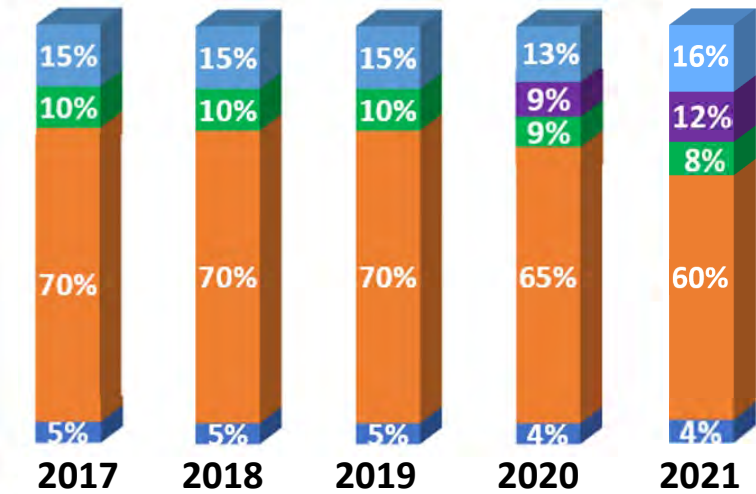
## Staff (non-Management)



## Assistant Manager and Managers



## Executives (Directors and Above)



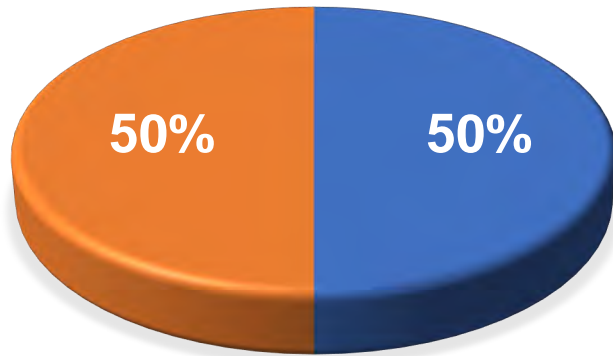
\*American Community Survey (ACS) Census Bureau



# Demographics by Gender

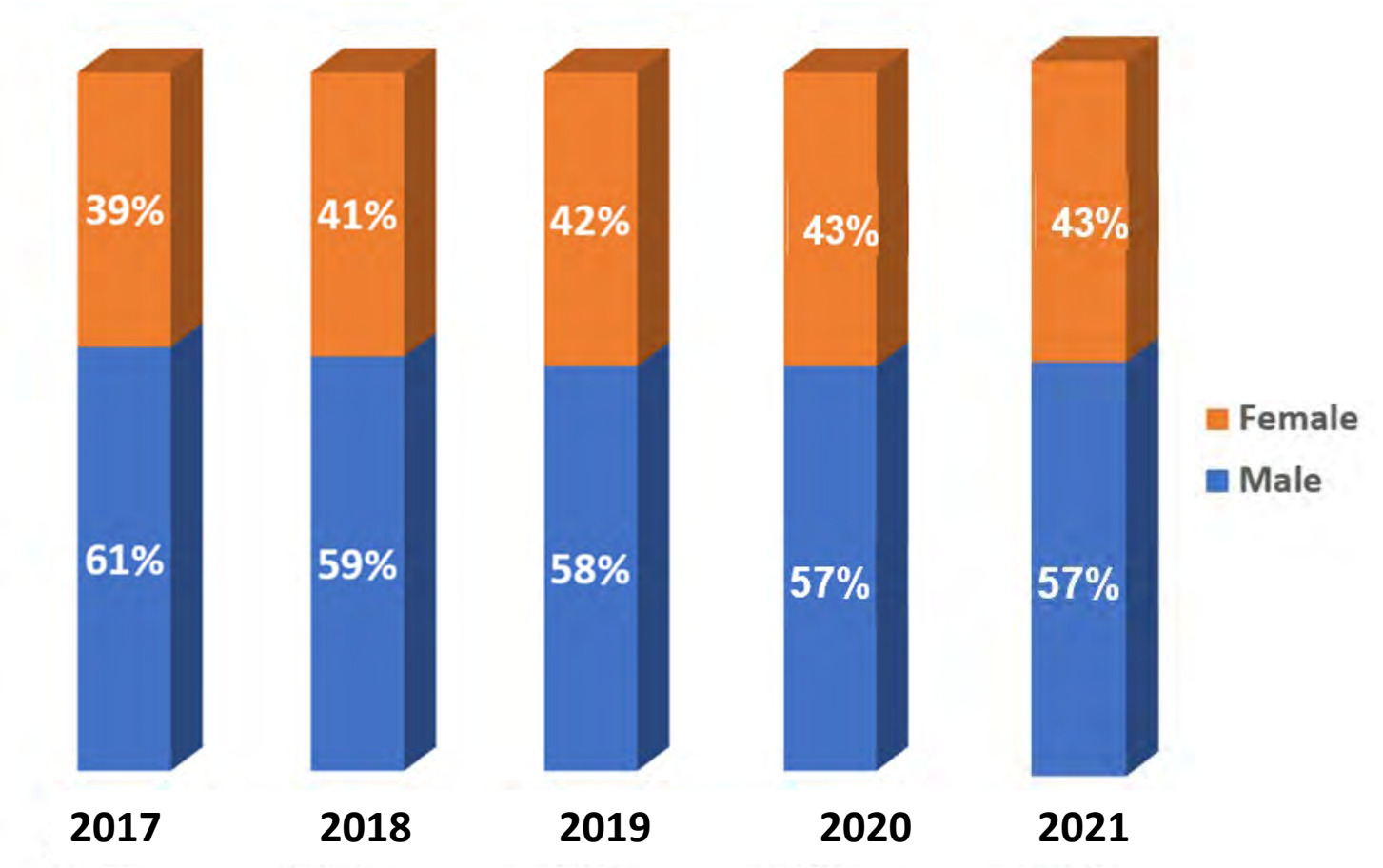


## Bay Area



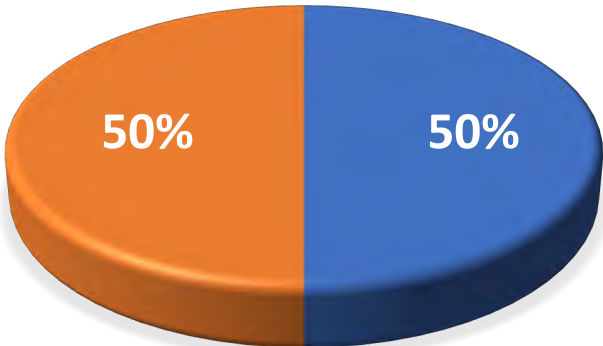
Bay Area Demographics  
ACS 5 Yr. Ave (Ages 18-64)\*

## All Employees



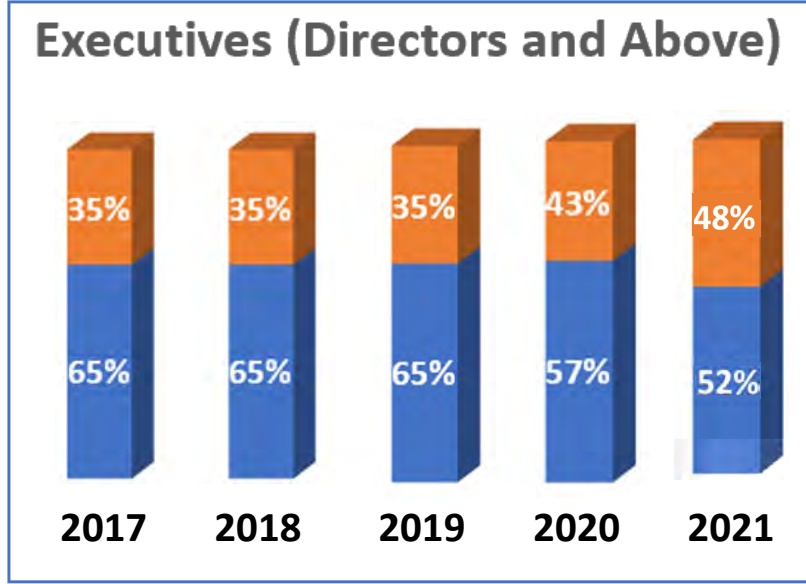
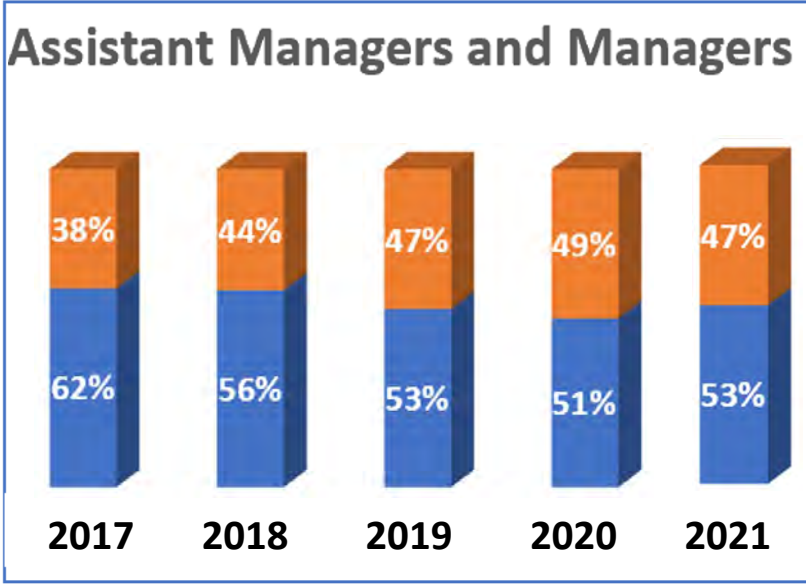
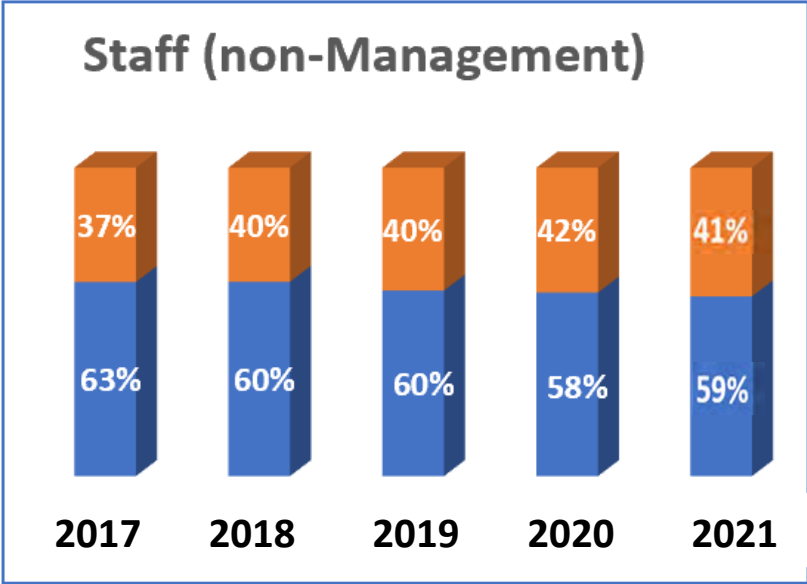
\*American Community Survey (ACS) Census Bureau

# Demographics by Gender Summary



■ Female  
■ Male

Bay Area Demographics  
ACS 5 Yr. Ave (Ages 18-64)\*



\*American Community Survey (ACS) Census Bureau

# Demographic Highlights



## Race/Ethnicity

Managers Assistant Managers	2017	2021
Asian	21%	36%

Executives – Directors & Above	2017	2021
African American	0%	12%

ALL Employees	2017	2021
Hispanic/Latinx	7%	9%



## Gender

Executives - Directors & Above	2017	2021
F	35%	48%
M	65%	52%

Director ONLY	2019	2020	2021
F	54%	56%	61%
M	46%	44%	39%

# Leading by Example



- Presented equity framework and best practices to South Coast Air Quality Management District's Inclusion, Diversity, Equity Advisory (IDEA) Panel, MTC, and BCDC. Upcoming: SBCAPCD
- Outlined Air District Board of Directors actions addressing racial justice and equity issues/opportunities and provided recommendations to NACAA/CAPCOA
- Provided Air District racial equity strategic framework along with additional resource materials to the CARB
- Presentations at Local, State, Regional and National Conventions, League of Women Voters, Caltrans etc.

